DPAF Force Development Overview

Overview

AFPC

- Corporate Structure
- Force Management & Analysis
- DT Schedule
- Developmental Assignments
- Way Ahead

Corporate Structure

AFPC

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                          ┌─────────────────┐
                          │  SECAF / CSAF   │
                          └─────────────────┘
                                   │
┌──────────┐   ┌──────────────────────────────────────────────┐
│   FDO    │───│       Force Development Council          ★★★★ │
│(AF/DPXF) │   └──────────────────────────────────────────────┘
└──────────┘            │
      │        ┌─────────────────────┐          ┌───────────┐
      ├────────│ Functional Authority │★★★──────│ Advisory  │
      │        └─────────────────────┘          │  Council  │
      │                 │                        └───────────┘
      │        ┌─────────────────────┐                │
      ├────────│ Functional Manager  │★★/★───────────┘
      │        └─────────────────────┘
┌──────────┐   ┌─────────────────────┐          ┌───────────┐
│  DPAF    │───│ Career Field Manager │─────────│  MAJCOM   │
│ (AFPC)   │   └─────────────────────┘          │ FOA/DRU   │
│          │            │                        └───────────┘
│          │   ┌─────────────────────┐                │
│          ├───│  Development Team    │───────────────┘
│          │   └─────────────────────┘
│          │            │
│          │   ┌─────────────────────┐
│          └───│  Assignment Team     │
└──────────┘   └─────────────────────┘
                        │
               ┌─────────────────────┐
               │    Individual /      │
               │ Chain-of-Supervision │
               └─────────────────────┘
```

Standing

Meetings
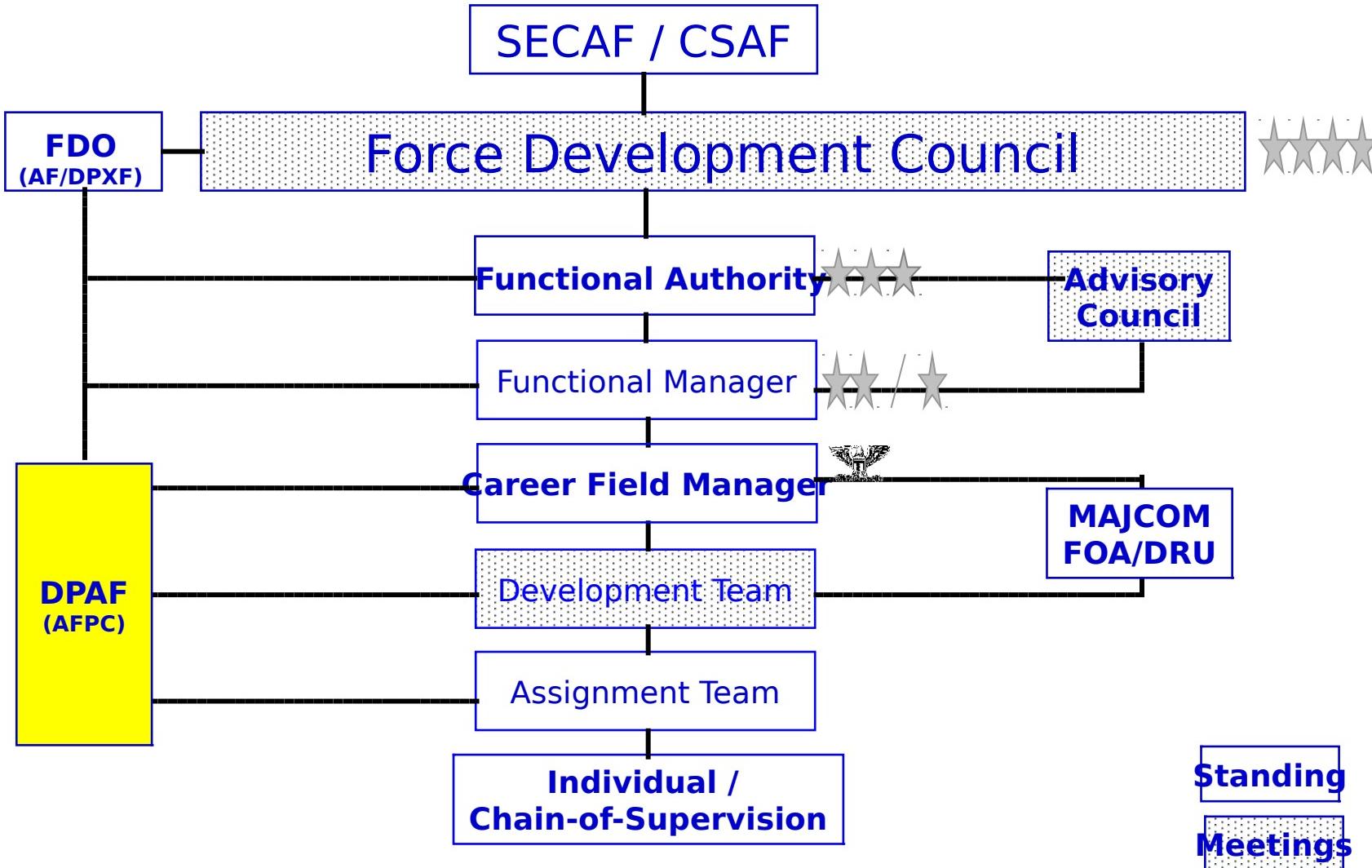
DPAF Issues Stoplight

AFPC

SEPTEMBER

- 🟢 **Complete Model for DEDB**
  ECD: 10 Sept 04
- 🟢 **Develop Internet Site**
  ECD: 15 Sept 04
- 🟢 **Receive DA Targets from AFSLMO**
  ECD: 15 Sept 04
- 🟢 **Validate DE Data from Summer DTs**
  ECD: 15 Sept 04
- 🟢 **DEDB Tutorial for AF/DP** ECD: 15 Sept 04
- 🟢 **FD Spread The Word Brief** ECD: 15 Sept 04
- 🟢 **Approval of DIDs**
  ECD: 30 Sept 04
- 🟡 **Provide Feedback to Officers from Summer Vectoring** ECD: 30 Sept 04

OCTOBER

- 🟡 **Registration for Fall DTs**
  ECD: 1 Oct 04
- 🟡 **Brief CFMs on DA Target Tasking**
  ECD: Early Oct
- 🟡 **Develop Guidelines for Vectoring DTs**
  ECD: 15 Oct 04
- 🟡 **Feasibility/Sustainability Study for Rqs**
  ECD: 30 Oct 04
- 🟡 **Develop Secure Internet**
  ECD: 30 Oct 04
- 🟡 **Permanent DT Meeting Room**
  ECD: 30 Oct 04
- 🟡 **Release FD PA Campaign** ECD: 30 Oct 04

🔴 **Overdue**   🟡 **Pending**   🟢 **Completed**

Standardized DT Schedule

AFPC

| DT	TIME FRAME	CONTENT
SUMMER SQ/CC*	JUN – AUG	DEV EDUC
FALL	NOV – DEC	VECTOR
SPRING	MAR – APR	VECTOR

* As applicable

The Next Step ...

- DPAF working analysis on requirements for skill pairings for DTs to provide Developmental Assignments and school vectors
  - Phase 1: Ensure Air Force senior leader needs will be met by career family based on AFSLMO input
  - Phase 2: Ensure functional community needs met by reviewing career field specific skill pairings at the senior FGO-level

  NOTE: Once complete, roll these needs back down to the 04 level to determine sustainment needs to create qualified pool

DA requirements pool

Career Field Specific Skill Pairings

Common skill pairings

GO Skill Pairings
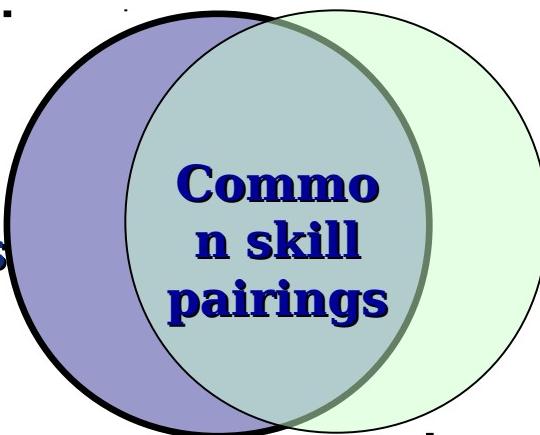
DA Req'ts Timeline

AFPC

Aug-04	Sep-04	Oct-04	Nov-04	Dec-04	Jan-05	Feb-05	Mar-05	Apr-05
DPAFFA Determine Requirements			Brief DTs on Requirements					
	Review Requirements for feasibility vs sustainment							
		CFMs ID positions (internal/external) to meet req'ts						
			CFMs formalize skill pairings across functional communities (MOA)					
					Asgn Teams review requisition needs			
							DTs vector officers into skill pairing positions	

■ AFPC   ■ CFMs   ■ DTs

Bottom Line

AFPC

- Force development is maturing
  - We have an office dedicated to making it happen
  - Systems are being developed to support
- Standardizing our procedures
  - Ensures consistent development across functional communities
  - Provides predictability and stability for officer corps
- Functional communities have direct impact on who is selected for Developmental Education for first time ever!
- Communication with DPAF is critical!
  - Feedback – tell us what you need/want

Contact Us!

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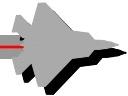
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